



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

June 8, 2011

To: Supervisor Michael D. Antonovich, Mayor
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Don Knabe

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

FINAL STATUS REPORT ON PROGRESS OF LABOR/MANAGEMENT INITIATIVE (RESPONSE TO ITEM 24-B, AGENDA OF AUGUST 25, 2009)

On August 25, 2009, acting on a motion by Supervisor Ridley-Thomas, your Board directed several actions related to the custodial program at the Department of Public Works (DPW) headquarters building. As previously reported to your Board, portions of this motion have been completed. For example, the Internal Services Department (ISD) now manages custodial services at the DPW headquarters building, and the impacted custodial staff has been placed in comparable County positions.

This memo provides the fifth and final progress report on the remaining ongoing item from that motion, the establishment of a labor/management initiative aimed at reducing costs, increasing efficiency, and improving the quality of the ISD's in-house custodial services.

To date, the ISD Custodial Joint Labor-Management Committee (JLMC) has completed the following actions:

- Established a standing JLMC focused on improving the cost effectiveness and efficiency of ISD's in-house custodial services.
- Surveyed custodial employees and customers and established priority areas for employee teams, management, and labor to focus resources to improve services and reduce costs.

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- Drafted guidelines for work groups/employee teams to allow for continuous process improvement through employee team meetings with both labor and management representatives.
- Conducted joint labor/management assessments of custodial cleaning products to include product demonstrations.
- Established tentative date(s) for joint labor/management custodial employee informational meetings beginning in June 2011 and ongoing to keep staff updated and engaged.

The JLMC will continue to assess policies and programs aimed at improving ISD's in-house custodial services. Both management and labor are committed to the goals of reducing cost, increasing efficiencies, and improving the quality of ISD's in-house custodial services and will continue in good faith to work together to accomplish these goals.

If you have any questions, please have your staff contact Deputy Chief Executive Officer, Ellen Sandt at (213) 974-1186 or esandt@ceo.lacounty.gov.

WTF:EFS:
TT:JJ:cg

c: Executive Office, Board of Supervisors
CEO, Employee Relations
County Counsel
Human Resources
Internal Services
Public Works
SEIU Local 721